

## **BAB 5**

### **SIMPULAN, KETERBATASAN, DAN SARAN**

#### **5.1 Simpulan**

Penelitian ini bertujuan menganalisis bagaimana keterkaitan *organizational culture*, *talent management* dan *organizational intelligence*. Penelitian ini dilakukan pada Badan Usaha Milik Desa (BUMDes) di Kecamatan Pilangkenceng dan Kare. Berdasarkan penelitian yang telah dilakukan, kesimpulan dari penelitian ini adalah sebagai berikut:

1. Terdapat pengaruh secara signifikan dan positif antara *organizational culture* terhadap *organizational intelligence*, sehingga dapat dikatakan variabel *organizational culture* dapat mempengaruhi *organizational intelligence* pada Badan Usaha Milik Desa di Kecamatan Pilangkenceng dan Kecamatan Kare .
2. Terdapat pengaruh secara signifikan dan positif antara *organizational culture* terhadap *talent management*, sehingga dapat dikatakan variabel *organizational culture* dapat mempengaruhi *talent management* pada Badan Usaha Milik Desa di Kecamatan Pilangkenceng dan Kare.
3. Terdapat pengaruh secara signifikan dan positif antara *talent management* terhadap *organizational intelligence*, sehingga dapat dikatakan variabel *talent management* dapat mempengaruhi *organizational intelligence* pada Badan Usaha Milik Desa di Kecamatan Pilangkenceng dan Kare.
4. Terdapat pengaruh signifikan dan positif peran *talent management* sebagai variabel mediasi dalam meningkatkan *organizational culture* terhadap *organizational intelligence* pada Badan Usaha Milik Desa Kecamatan Pilangkenceng dan Kare. Hal tersebut membuktikan bahwa *talent management* mampu menjadi pemediasi antara *organizational culture* terhadap *organizational intelligence* pada Badan Usaha Milik Desa di Kecamatan Pilangkenceng dan Kare.

## 5.2 Keterbatasan

Penelitian ini telah diusahakan dan dilaksanakan sesuai dengan prosedur ilmiah, namun demikian memiliki keterbatasan yaitu: Konsistensi kuesioner didalam pengukuran organisasi dan karyawan.

## 5.3 Saran

Berdasarkan penelitian yang telah dilakukan, maka peneliti memberikan saran sebagai berikut:

### 5.3.1 Saran Praktis

1. *Organizational culture* pada BUMDes perlu dipertahankan dengan selalu mempertahankan sikap kegotongroyongan dalam menjalankan aktivitas organisasi sehingga hal ini bisa menjadi pembeda dengan organisasi lainnya.
2. *Talent management* memiliki peran dalam meningkatkan *organizational intelligence* tetapi nilainya kecil, perlu perbenahan struktur dan regulasi didalam *organizational culture* agar *talent management* dapat ditingkatkan, karena terbenturnya dengan aturan yang ada mengakibatkan terbatasnya peran *talent management* didalam aktivitas organisasi seperti rekrutmen, mengembangkan dan mempertahankan karyawan. BUMDes perlu responsif didalam menanggapi perubahan dan pesaing yang muncul dengan melibatkan karyawan dalam praktik *talent management* diyakini dapat mendorong peningkatan *organizational intelligence*.

### 5.3.2 Saran Akademis

1. Peneliti selanjutnya disarankan untuk menguji ulang penelitian ini pada perusahaan lain atau pada BUMDes di daerah lainnya.
2. Peneliti selanjutnya diharapkan dapat mengkaji lebih dalam tentang *organizational culture*, *talent management* dan *organizational intelligence* agar hasil yang didapat lebih lengkap dan lebih baik lagi.
3. Penelitian selanjutnya diharapkan dapat menambah/mengganti variabel independen dan intervenig didalam meningkatkan *organizational intelligence*.

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